EEO COMPLAINT PROCESS FLOWCHART FEDERAL SECTOR PROCEDURES FOR PROCESSING INDIVIDUAL COMPLAINTS OF DISCRIMINATION BASED ON RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, DISABILITY, OR REPRISAL **UNDER 29 C.F.R. PART 1614** For further information contact your servicing EO Office **Must Contact** EEO Counselor Within 45 Days at Alleged Discriminatory Servicing EO **Action or Event** INFORMAL STAGE **Pre-Complaint Activities Traditional Counseling within Alternative Dispute** Total of 90 days 30 days; with Possible Resolution within 90 Extension of Additional 60 days Days (Mediation) **Final Interview** 15 Days to File **Formal Complaint Formal Complaint** FORMAL STAGE **Filed** 180 Days to Investigate and Issue Report Can File in Civil Court 180 Days After Filing **Formal Complaint** 30 Days to Request **EEOC Hearing or Final Agency Decision** If Hearing If No Hearing 40 Days from Receipt of 60 Days From Request to 30 Days from Receipt of Final Admin Judge's Finding **Issue Final Agency** to Issue Final Agency Agency Decision to Appeal to Decision Decision EEOC 30 Days from Receipt of Office of Federal Operations Decision to Request Reconsideration 90 Days from Receipt of Final Agency or Office of Federal **Operations Decision to File Civil** Action